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# ***CHRA West Region Commander's Conference***

Dr. Susan Duncan  
Director of Human Resources, USACE

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## ***Key Topics***

- Support to Iraq/Afghanistan
- Support to civil disasters
- President's Management Agenda
- Products/Tools

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# ***Support to Iraq/ Afghanistan***

- USACE mission:
  - Manage construction
  - Administer contracts
  - Support oil and electrical infrastructure projects
- Gulf Region Division (GRD)
  - 3 Districts
    - North (Mosul)
    - Central (Bagdad)
    - South (Basra)
- Afghan Engineer District (AED)
- Currently 440 civilians deployed
  - Total of 2000+ civilians have deployed
  - Surge through Dec 04: additional 400
  - Deployment levels expected to remain high for 2+ years

# ***Deployment Benefits***

- Career Growth
- Monetary
  - Post differential
  - Danger pay
  - Overtime
  - Premium pay...
- Opportunity to be a part of history and the building of a free and democratic Iraq & Afghanistan
- Develop professional and personal relationships with individuals from diverse organizations and cultures

Detailed information can be found at

**<http://www.hq.usace.army.mil/cehr/Deployment/Finance/financemain.htm>**

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# ***Length of Tour Incentives***

- **Volunteer Package A**
  - 6 month Temporary Change of Station (TCS)
    - Normal pay entitlements, e.g., danger pay and post differential
    - 10% relocation bonus offered
    - Consideration for honorary and monetary awards
- **Volunteer Package B**
  - 12 month TCS
    - Same as above with 25% relocation bonus; or
    - Same as above with competitive temporary promotion during deployment;
    - Consideration for higher level honorary and monetary award than for 6 month assignment

# ***Recruiting Road Shows***

- Promote volunteerism & facilitate hiring to support GWOT
- Highly recommend CPAC personnel attend
  - 30 Aug-2 Sep: ERDC, Vicksburg, New Orleans, Mobile
  - 8-10 Sep: LA, Sacramento, Portland
  - 13 Sep: Philadelphia
  - 20 Sep: NYC
  - 22-23 Sep: Huntington, Pittsburgh

# ***Mobilization in Civil Disasters***

- USACE relies on civilian volunteers to staff requirements for
  - natural disasters
  - humanitarian mission
  - Both CONUS and OCONUS
- ENGLink (interactive web browser IT system)
  - Provides command and control data
  - Used in both civil and military contingencies
  - Employees voluntarily enter their professional data & select missions
  - Managers select employees whose skills sets are required for deployment
- Currently 456 are deployed in support of Hurricane Charley
- When HR services are needed, CHRA Regional Director coordinates HR volunteers

# ***President's Management Agenda***

- Competitive Sourcing
- Strategic Management of Human Capital
- Financial Performance
- E-Government
- Budget & Performance Integration
- [new] Real Property

OPM Human Capital Officers  
Recommend quarterly scores to OMB



# ***Strategic Management of Human Capital***

## Third Quarter FY04 Scorecard:

- Current **Status** remains **Yellow**
  - Expected to rise to **Green** 1<sup>st</sup> Qtr 05
- **Progress** in Implementing the President's Management Agenda remains **Green**
- When we separated HC from Competitive Sourcing in Sep 02, scorecard was: **Red & Red**

# ***Human Capital Plan***

- Sample of Deliverables
  - USACE Campaign Plan, “People” section
    - Recruit & retain a world class workforce
    - Develop leaders at all levels
    - Become a learning organization
  - Affirmative Action and Affirmative Employment Plans
  - Critical review of USACE-sponsored training
  - Focus on measurable performance objectives linked to agency mission
  - Recruitment at National Career Fairs & focused “recruiter” training

# ***Human Capital Plan***

- Sample of Deliverables, cont'd
  - Automated Training Management Program (ATMP)
  - Leadership Strengths Interview (LSI) & Webinar
  - CP-18 Leader Development Program
  - Established USACE Planning Centers of Expertise
  - 2012 Reorganization focused even more FTE away from “HQ” and toward customer

# ***Products & Tools***

## ***USACE Learning Network***

- A Learning Advisory Board (LAB) initiative
- Purpose: Assist in building a learning organization by facilitating learning for team members throughout the Corps
- Learning Network:
  - A platform for the Learning organization
  - Facilitates virtual development, update, customizing and delivery of course materials at a lower cost than traditional methods
  - Facilitates Communities of Practice and Knowledge Management

# ***Automated Training Management Program (ATMP)***

- Automated Training Management Program
  - Based on Mission Essential Task List (METL) assessment process
  - Aligns training to mission requirements at all levels
  - Targets individual tasks for specific organizational improvement
  - Ensures we spend money on highest priority training first
  - Tool for planning, executing and assessing training
  - Produces 5 year IDPs
- Testing mass change update to DCPDS
- Demo for G-1, AMC, CHRA TMD 27 Aug 04
- Per OPM request, will demo at OPM Super Conference

# ***Leadership Assessment - Leadership Strengths Interview (LSI)***

To make best use of our investment in the LSI, selection panel members need to be better educated regarding the development and application of LSI results

- Webinar – A Web-Based interactive training for selection panel members in optimum use of the LSI
  - Developed and piloted – January 2004
  - 4 sessions presented beginning June 2004
  - Monthly sessions proposed for 2005

# ***Leader Development Program Guide***

- Draft Guide developed to provide “above the line” guidance to LDPs. Features include:
  - Alignment with Learning Organization Doctrine
  - Common definition and language of leadership
  - Above the line consistency across organizations
  - Transportability across USACE
  - Defined outcomes
  - Multi-tiered

# ***Important Websites***

- **USACE Learning Network**
  - <http://usaceIn.org>
- **Learning Organization Doctrine**
  - <http://www.hq.usace.army.mil/cepa/learning/learning.htm>
- **Coaching, Counseling and Mentoring Guide**
  - [www.usace-ccm-guide.com](http://www.usace-ccm-guide.com)
- **Recruiting for GRD and AED**
  - <http://www.hq.usace.army.mil/cehr/Deployment/main.htm>